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Mater Medical Officers Enterprise Agreement 2025

Explanation of altered entitlements and conditions between proposed Mater Medical Officer Enterprise Agreement 2025 – and new components of the Medical Practitioners Award 2020 [MA000031]

This document is to explain to employees how the proposed *Mater Medical Officer Enterprise Agreement 2025* ("proposed EA") will alter the minimum entitlements and conditions of the new components of the *Medical Practitioners Award 2020 [MA000031]* ("the Award"), where relevant. The Award would have provided the minimum entitlements and conditions for this work group, in the absence of a Mater enterprise agreement in operation. Mater is providing the explanation of the altered entitlement and conditions between the proposed EA and new terms and conditions of the Award to satisfy the requirements of *Fair Work Act 2009 (Cth)* (the Act).

This document does not seek to explain entitlements and conditions not altered, or trivial differences between the proposed agreement and the Award, or trivial changes in the Award (such as renumbering).

While care has been taken to ensure the information below is as correct as possible, the sources of truth are the proposed EA and Award. You should review the document to confirm the specific term or condition within the proposed EA or Award.

You can access the entire proposed EA [here](#), and the entire Award [here](#)

Modern Award – Explanation of Differences

Definitions: Proposed EA clause 1.9; Award clause 2

Award updated definitions for terms that it contains to reference a relevant Act where a term included in the Award has been given meaning by an Act.

Proposed EA updates definitions for simplicity, accuracy and clarity.

NES Flexible Working Arrangements: Proposed EA clause N/A; Award clause 6

Award clarifies the dispute resolution processes for flexible working arrangements provided for in the NES.

Proposed EA does not include clauses that relate to flexible working arrangements under the Act. The legislation applies to EA covered employees, including the dispute resolution provided for in the Act.

Casual Employment: Proposed EA clause 2.3; Award clause 11.4

Award references the NES and the Fair Work Act. The Award references the new legislation.

Proposed EA updates clauses to reflect the new legislation.

Employee Right to Disconnect: Proposed EA clause N/A; Award clause 13A

Award has inserted employee right to disconnect clauses.

Proposed EA does not include specific clauses detailing the right to disconnect under the Act. The legislation applies to EA covered employees.

Medical Leader Allowance: Proposed EA clause S3.17.2; Award clause 18.2(b) and A.1.1

The Award updated the Managerial Allowance for Senior Doctors. The proposed EA includes an increase in the similarly purposed Medical Leader Allowance.

A comparison of the payments is in the table below:

Medical Leader Group	Award Allowance Level	Gross Annual Allowance		
		First full pay period on or after approval of agreement by FWC		July 2025 Award
		Minimum	Maximum	Amount
Group 1	Level 1	\$6,581	\$13,701	\$6897.74
Group 2	Level 1	\$13,703	\$20,553	\$6897.74
Group 3	Level 2	\$20,554	\$27,404	\$16,152.61

Meal Allowance: Proposed EA clause 9.2, S2.10.2, S3.7.4; Award clause 18.3(a) and A.2.1

Award includes a meal allowance of \$16.62 where the employee is rostered to work in excess of 10 continuous hours and a free meal is not provided.

Proposed EA includes a meal allowance for \$9.60 where an RMO, CCMO or SMO is called on to work in excess of 12 hours due to unrostered overtime and a meal is not provided.

Use of own motor vehicle: Proposed EA clause N/A; Award clause 18.3(c) and A.2.1

Award has updated the payment for the required and authorised use of the employee's own motor vehicle in the course of duties to \$0.99 per kilometre.

Proposed EA does not include clauses regarding requiring and authorising the use of an employee's own motor vehicle in the course of their duties.

Deduction for board and lodging: Proposed EA clause N/A; Award clause 18.4

Award increased the amount that an employee's minimum wages are reduced when the employer provides board and lodging to \$87.90 per week.

Proposed EA does not include a remuneration reduction for the provision of board and lodging.

Superannuation: Proposed EA clause 3.4; Award clause 19

Award replaced the superannuation clauses with updated wording. The following is a summary of the provisions contained in the updated wording of Award clause 19.1:

- employees generally have a right to choose their own superannuation fund;
- if the employee does not choose, the employer must ask the ATO if the employee is an existing member of a stapled superannuation fund and make payments into that fund if the employee has one;
- if the employee does not choose a fund and does not have a stapled fund, the employer is to pay into the Award's nominated fund;
- funds may not be able to accept payments if the fund is closed to new members because it has failed the performance tests of the APRA for 2 consecutive years,

Proposed EA includes the information that Mater's default fund is Hesta and that an employee may elect for Mater to pay their superannuation guarantee contributions to a superannuation fund of their choice which is compliant with relevant superannuation legislation.

Sleepover arrangement – Doctors in training: Proposed EA clause N/A; Award clause 20.5 and A.1.3

Award increased the sleepover arrangement for doctors in training to \$99.25.

Proposed EA does not include sleepover arrangements.

Time off instead of payment for overtime: Proposed EA clause N/A; Award clause 20.6

Award updated the note that refers to the Fair Work Act s.65 to clarify the refusal on reasonable business grounds of an employee request for change in working arrangements under s.65 of the Act.

Proposed EA does not outline the legislation. All relevant legislation applies to EA covered employees.

Parental Leave (unpaid): Proposed EA clause 4.1; Award clause 24

Award clarifies the dispute resolution processes for the unpaid parental leave arrangements provided for in the NES.

Proposed EA includes provisions in relation to parental leave. The legislation applies to EA covered employees, including the dispute resolution provided for in the Act, as well as dispute resolution provided for in the proposed EA.

Workplace delegates' rights: Proposed EA Part 17; Award clause 28A

Award inserted "workplace delegates rights" clauses that reflect the new model clause.

Proposed EA updates the workplace delegates rights (previously called union related matters) to reflect the new model clause.

Dispute resolution: Proposed EA clause 1.10; Award clause 31

Award changed the note to reference the dispute resolution procedures contained in the Fair Work Act.

Proposed EA updates the wording in the Prevention and Settlement of Disputes clause to reflect the current model clause and inserts a note referencing the dispute resolution procedures contained in the Fair Work Act

Wages

The wages comparisons below are in the order of the schedules in the proposed EA.

CMO

CMO Wages: Proposed EA clause S1.4, Award clause 16

Wages in the table below will be effective in the first full pay cycle on or after the date indicated:

Career Medical Officer (CCMO)			
		01/07/2025 Proposed EA	01/07/2025 Award
Description	Paypoint	\$/Hour	\$/Hour
Career Medical Officer	CMO	\$147.8050	\$51.19 - \$56.13
Career Medical Officer	LOCUM	\$181.80	\$63.99 - \$70.16

RMO and CCMO

RMO Wages: Proposed EA clause S2.17.2, Award clause 16

Wages in the table below will be effective in the first full pay cycle on or after the date indicated:

Resident Medical Officer (RMO)						
			01/07/2025 Proposed EA		01/07/2025 Award	
Level	Description	Paypoint	\$/Hour	\$/Annum	\$/Hour	\$/Annum
1	Resident Medical Officer	RMO1	\$47.7461	\$94,670	\$34.07	\$67,331
2	Resident Medical Officer	RMO2	\$51.4724	\$102,059	\$35.45	\$70,043
3	Resident Medical Officer	RMO3	\$55.2671	\$109,583	\$35.79	\$70,724
4	Registrar	REG1	\$67.5053	\$133,848	\$38.77	\$76,609
	Principal House Officer	PHO1				
5	Registrar	REG2	\$69.3763	\$137,558	\$40.36	\$79,751
	Principal House Officer	PHO2				
6	Registrar	REG3	\$71.2592	\$141,292	\$42.20	\$83,388
	Principal House Officer	PHO3				
7	Registrar	REG4	\$74.1421	\$147,008	\$43.49	\$85,936
	Principal House Officer	PHO4				
8	Registrar	REG5	\$76.0921	\$150,874	\$43.49	\$85,936
9	Registrar	REG6	\$78.0461	\$154,749	\$43.49	\$85,936
10	Senior Registrar	SREG1	\$85.8461	\$170,214	\$50.67	\$100,118
11	Senior Registrar	SREG2	\$88.7763	\$176,024	\$52.67	\$104,067
12	Senior Registrar	SREG3	\$91.7013	\$181,824	\$52.67	\$104,067
13	Senior Registrar	SREG4	\$94.5987	\$187,569	\$52.67	\$104,067

CCMO Wages: Proposed EA clause S2.17.3, Award clause 16

Wages in the table below will effective in the first full pay cycle on or after the date indicated:be

Critical Care Medical Officer (CCMO)					
		Upon commencement of Proposed EA		01/07/2025 Award	
Description	Paypoint	\$/Hour	\$/Annum	\$/Hour	\$/Annum
Critical Care Medical Officer	CCMO	\$95.3250	\$184,399	\$57.90 - \$63.63	\$114,417 - \$125,732

SMO

Wages: Proposed EA clause S3.20, Award clause 16 and 20.3(c)

Wages in the table below will be effective in the first full pay cycle on or after the date indicated:

Senior Medical Officer (SMO)							
			01/07/2025 Proposed EA		01/07/2025 Award		
Level	Description	Paypoint	\$/Hour	\$/Annum	\$/Hour with all- purpose on-call allowance	\$/Hour	\$/Annum
13	Medical Officer GP	C1-1	\$ 89.4326	\$ 186,659		\$57.90	\$114,417
14	Medical Officer GP	C1-2	\$ 92.2295	\$ 192,496		\$59.75	\$118,057
15	Medical Officer GP	C1-3	\$ 95.0124	\$ 198,304		\$61.75	\$122,022
16	Medical Officer GP	C1-4	\$ 97.8337	\$ 204,193		\$63.63	\$125,732
17	Medical Officer GP	C1-5	\$ 100.6319	\$ 210,033		\$63.63	\$125,732
18	Staff Specialist	MO1-1	\$ 103.2944	\$ 215,590	\$64.59	\$58.72	\$116,024
19	Staff Specialist	MO1-2	\$ 106.0619	\$ 221,366	\$64.59	\$58.72	\$116,024
20	Staff Specialist	MO1-3	\$ 109.2381	\$ 227,996	\$64.59	\$58.72	\$116,024
21	Staff Specialist	MO1-4	\$ 111.5943	\$ 232,913	\$64.59	\$58.72	\$116,024
22	Staff Specialist	MO1-5	\$ 114.3631	\$ 238,692	\$64.59	\$58.72	\$116,024
23	Staff Specialist	MO1-6	\$ 117.1332	\$ 244,474	\$64.59	\$58.72	\$116,024
24	Staff Specialist	MO1-7	\$ 119.9827	\$ 250,421	\$64.59	\$58.72	\$116,024
25	Senior Staff Specialist	MO2-1	\$ 123.5253	\$ 257,815	\$69.06	\$62.78	\$124,060
26	Senior Staff Specialist	MO2-2	\$ 127.2717	\$ 265,634	\$71.43	\$64.94	\$128,321
27	Senior Staff Specialist	MO2-3	\$ 130.9656	\$ 273,344	\$73.88- \$80.23	\$67.16- \$72.94	\$132,712 -\$144,138
28	Senior Staff Specialist - Eminent	MO3-1	\$ 136.4941	\$ 284,883	\$81.87	\$74.43	\$147,076
29	Senior Staff Specialist – Pre-Eminent	MO4-1	\$ 143.8780	\$ 300,294	\$81.87	\$77.07	\$147,076